

*Recruitment
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COMPETITION BETWEEN IC AGENCIES IN PERSONNEL PROGRAMS

28. Identify any area agency personnel program where the agency believes it is significantly disadvantaged

The Bureau of Intelligence and Research is at a disadvantage vis a vis other parts of the Intelligence Community, since, as a part of the Department of State, it operates under the personnel regulations of the Office of Personnel Management. Most of the IC consists of "excepted" agencies, i.e., agencies not under OPM.

In order to place a qualified candidate in a vacant INR Civil Service position, the position must be advertised in a Job Opportunity Announcement, either one limited to Department of State employees, or, if wider circulation is needed, one limited to all those with Civil Service eligibility. If no qualified candidate is located, recruitment is necessary. A candidate is usually found in academia or the Intelligence Community. Since any such candidate, except in rare cases, will not have Civil Service eligibility, all paperwork concerning the candidate, including his/her qualifications, the position description, and an extensive list of the knowledge, skills and abilities required of qualified candidates, must be forwarded to the Department's Office of Recruitment. This office then readvertises the position, sending the advertisement in channels outside the Federal Government. Any applicants found qualified are submitted, along with INR's candidate, to the Office of Personnel Management.

OPM examines its "register", a list of applicants for the type of position which is to be filled. A list of names, called a "certificate of eligibles" is then returned to the Office of Recruitment, for forwarding to INR. If the INR candidate is one of the first three on the list, and there is no one above that candidate with a veteran's preference, the candidate may be hired by the Department of State.

The difficulties involved in such an exercise are many. In INR's experience, the minimum of time involved from the submission of the paperwork to the Office of Recruitment and receipt of the certificate of eligibles is six months. In addition, OPM has (in INR's view) a somewhat unusual way of rating candidates. In two cases, INR's candidate was the only one which had the requisite experience with analysis of a certain geographic area. The certificates of eligibles had individuals with extensive intelligence experience, but no experience in the geographic area, rated over INR's candidates. The OPM viewpoint appears to be that geographic expertise can be acquired on the job.

In the past, INR has been able, following appeals through the Office of Recruitment to OPM, to get its candidates certified as eligible for hire. The time required, however, delays matters even farther. ~~For the last person hired through OPM (an experienced CIA analyst at the GS-13 level), over eight months elapsed between INR's request through the Department's Office of Recruitment to OPM and granting of the authority for the Department to hire the individual.~~